



JOINT FORCE HEADQUARTERS  
DISTRICT OF COLUMBIA NATIONAL GUARD  
2001 EAST CAPITOL STREET  
WASHINGTON, DC 20003-1719

DCNG-CG

1 January 2006

MEMORANDUM FOR ALL Commanders, Managers and Supervisors, District of Columbia National Guard

SUBJECT: Equal Opportunity Policy Statement

1. The District of Columbia National Guard (DCNG or Agency) is committed to the principals of Equal Employment Opportunity (EEO) and to making employment decisions based on merit and value. We are committed to complying with all laws related to terms and conditions of employment. We desire to maintain a work environment which is free of harassment or discrimination based on sex, race, religion, color, national origin, physical or mental disability, marital status, age, or any other status protected by federal, state or local laws. Additionally, the DCNG will make every reasonable effort to accommodate those physical or mental limitations of an otherwise qualified employee, unless undue hardship would result for the Agency. Equal opportunity must be implemented as an integral part of all employment and personnel management decisions.
2. Our national security and prosperity depends upon the ability to recruit, develop and employ the talents of a diverse population. Equal opportunity is not just the right thing to do, it is mission essential and is an economic necessity. We cannot afford to have employees who are unable to perform their duties due to the impact of discrimination. As the Commanding General, I have the fundamental responsibility to ensure that every member of the DCNG is given the opportunity to do their job absent the disabling effects of discrimination or harassment. Just as the Agency bears a responsibility towards this policy, each employee must clearly communicate their disinterest in, or offense taken to, any perceived discrimination or harassment.
3. **Discrimination or harassment by anyone affiliated with the DCNG will not be tolerated.** For purposes of resolution, commanders and supervisors will promptly and thoroughly investigate any instance(s) of discrimination. I expect that all commanders and supervisors will embody this concept in all of their activities.
4. **Please post on all unit/organizational bulletin boards for the benefit of all employees. This supersedes all previous memorandums on this same subject.**
5. **Point of contact is SMSgt D. Christopher Martin, State Equal Employment Manager at (202) 685-9768.**

E-Signed by MG David Wherley  
VERIFY authenticity with ApproveIt

David F. Wherley Jr.  
Major General, DCNG  
Commanding General

DISTRIBUTION:

A - E